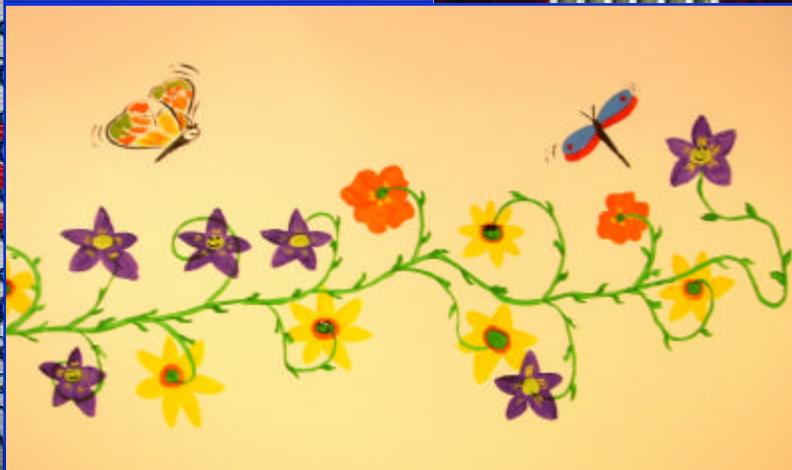
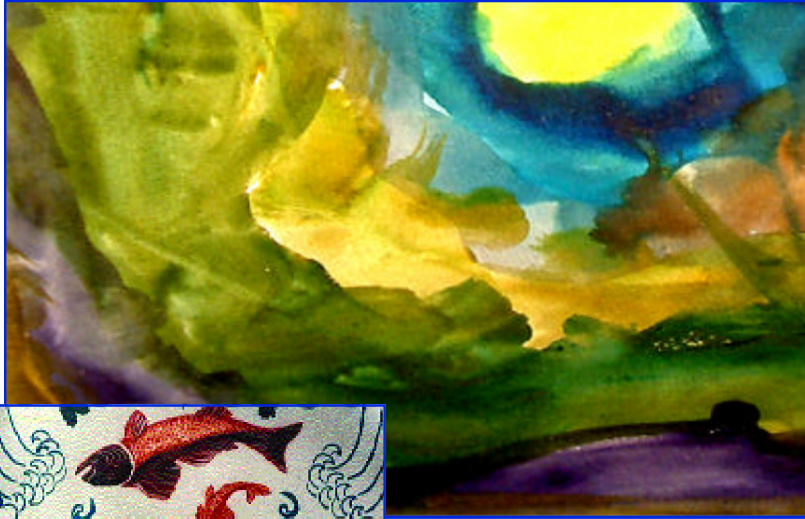


# Statewide Council for Vocational Rehabilitation



## Office of Vocational Rehabilitation

## Philosophy

We recognize and respect the contributions of all individuals as a necessary and vital part of a productive society.

## Mission

To assist Kentuckians with disabilities to achieve suitable employment and independence.

## Values

We value the rights, merit and dignity of persons with disabilities and the opportunity to pursue employment as an important aspect of a full and meaningful life.

We value all staff, their individual talents, unique abilities and contributions to the agency's mission.

We value collaborative efforts and partnerships which support the agency's mission.

**COVER STORY** - The artwork on the cover comes from Creative Diversity, a pilot project between The Creative Diversity Art Studio in Louisville, Community Employment, Inc, (a Jefferson county based Supported Employment agency) and the Office of Vocational Rehabilitation. The project's goal is to demonstrate that Positive Employment Outcomes can be achieved through the utilization of a co-op concept for self-employment. Creative Diversity will assist five artists with the most significant disabilities to develop self-owned businesses in the coming year. The art and artists featured on the cover are: top left, abstract: Todd Esser, bottom left and top right, fish & column: Melissa Wilson, bottom right, butterflies: Becky Mings.

# A Message from the Executive Director & Council Chairperson

As Chair of the Kentucky Statewide Council (SCVR) and as Executive Director of the Kentucky Office of Vocational Rehabilitation (OVR), we are pleased to present the 2007 annual report. Due to the hard work and dedication of vocational rehabilitation counselors and others that support them, OVR assisted 5,063 Kentuckians with disabilities in obtaining and maintaining employment. This is the highest number of positive employment outcomes for OVR in thirty years.

The Council, along with the Executive Director's office would also like to recognize the many partnerships with employers and disability support service agencies. Their collaborative efforts have supported OVR in achieving this record setting year, and will continue to allow Kentucky to reach new heights of excellence in providing vocational rehabilitation services. Thank you for your interest and support of vocational rehabilitation. Below you will find a list of the progress the council made in 2007.



Lee Gordon (right), Chairperson - SCVR  
Ralph Clark (left), Executive Director - OVR

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## SCVR Accomplishments in 2007

- At the direction of the SCVR, visioning forums to collect input for the state plan were conducted in Ashland, Bowling Green, Corbin, Florence, Lexington, Louisville, Murray, and at the Carl D. Perkins Vocational Training Center in Thelma.
- The SCVR met on December 11th and recommended that budget criteria not be used as part of a counselor's performance evaluation so counselors would not be inhibited in providing any necessary services.
- At its March meeting, the SCVR recommended that the agency conduct focus groups with consumers to gather additional input on consumer satisfaction. Three focus groups of individuals whose cases were closed without an employment outcome were conducted at the independent living centers in Bowling Green, Lexington and Louisville.
- Lee Gordon, chair of the SCVR, and Darrell Mattingly, outgoing chair, attended the spring conference of the Council of State Administrators of Vocational Rehabilitation (SCVR) in Washington, DC.
- At its June meeting, the SCVR approved the state plan for submittal to RSA.
- The SCVR's annual consumer satisfaction survey was released in June. The survey found that 86.5% of respondents rated OVR services 'good' or 'very good.'
- The SCVR approved changes in supported employment fees at its September meeting.
- The SCVR held its annual Employer Awards Luncheon in September where it honored five employers for their efforts in hiring people with disabilities: Wakenhut and UPS of Louisville, Tennessee Wire Technologies of Madisonville, Sodexo Campus Services at Centre College in Danville, and Frisch's restaurants of Northern Kentucky.



# Consumer Spotlights

Shawn Carter of Tompkinsville participated in the PACE Program (Preparing Adults for Competitive Employment), leading to his employment with the City of Tompkinsville. It was an excellent example of collaboration between the Glasgow Office of Vocational Rehabilitation, the Tompkinsville Police Department, the City Commission, and the Mayor of the small Western Kentucky town, county seat of

Monroe County.

Shawn, a May 2005 graduate of Western Kentucky University with a bachelor's degree in Sociology and minor in Criminology, is currently employed as a Data Entry Processor for the police department.

Shawn's responsibilities include compiling and processing all arrests, burglaries, felonies, incident reports, and accident reports, into a central data base to the state of Kentucky once a month. With the assistance of OVR

Rehabilitation Technology services, Shawn has a desk and computer that meet his needs and provide him with comfort and support to perform his daily job

functions. Shawn uses Dragon Naturally Speaking ®™ software to enter the necessary information into the system. The Chief of Police, Dale Ford believes that

Shawn's contribution to the department is vital.

Mr. Ford states, "He has a very important job here in the department."

Shawn has been part-time with the police department

since August 2006. He reports that he "looks forward to going to work and being given money he has earned." Shawn's mother Connie, believes the experience has been very good for Shawn's overall health and allows him to meet new people. "He is much happier now and it's all because someone gave him a chance to prove he is worth hiring."

"I am much happier now and it is all because someone gave me a chance to work."



Peter Sherman was referred to Vocational Rehabilitation through Frazier Rehab Institute in Louisville. His education and employment history includes a PhD and several years as a professor of biology.

After a stroke in 2005, Peter's speech, cognitive skills and ability to write were affected. He went through intense speech and occupational therapy before he was ready to join the workforce again.

After working with his counselor in April of 2006, it was determined his vocational goal was to work in social services. His counselor had talked with him about the possibility of being a job coach. Peter and his OVR team explored the idea and decided to

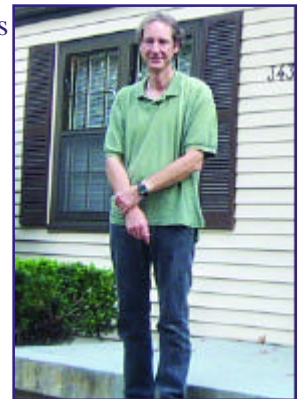
find a PACE slot for him to gain work skills and become acclimated to the work environment again. Mattingly Center, a continuing education program for individuals with severe disabilities, agreed to use PACE. They were excited to have Peter in the facility and believed the individuals that attended Mattingly Center would benefit from his talents. He discovered that in this new community he could still teach and connect with people.

After the Mattingly Center, Peter was hired as a direct support professional at Day Spring, a residential facility for individuals with developmental disabilities in Louisville. He assists individuals with daily living skills, creates art-

work, and is involved in many other activities to help them reach their goals. "The clients are excellent and I think we learn

from one another," said Peter.

Everyday Peter becomes more independent and although his life dramatically changed he is satisfied with the direction he has gone. He has worked very hard to get where he is and he says he is happy to feel personal success again.



# Program Updates

**Deaf Services** - There were 2,923 consumers served by the Deaf and Hard of Hearing Services Branch in FY 2007. Of the Deaf and/or Hard of Hearing consumers that worked with the Office of Vocational Rehabilitation this year, 757 obtained and/or maintained employment. This branch is constantly in pursuit of improving services to individuals with the most significant disabilities, such as those who are deafblind or deaf-at-risk.

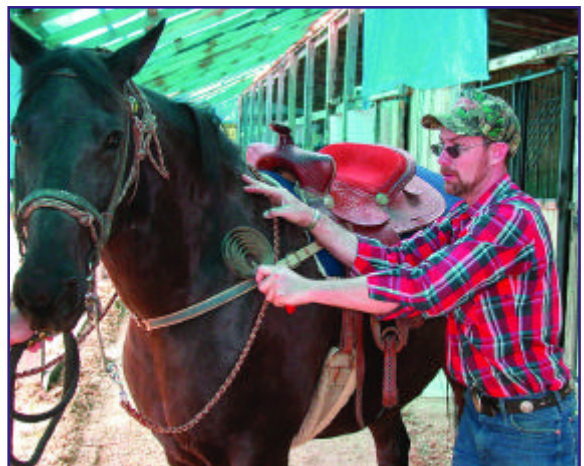
**Human Resources** - The training year began in October with the Professional Rehabilitation Assistants graduation. The agency launched the first leadership succession training program entitled Academy of Leadership Exploration and Preparedness (ALEAP) and 20 people honored in February for successfully completing the program. In-service training focused this year on eligibility, substance abuse, guidance and counseling, Social Security, and new employee orientation. The tuition assistance program continues to provide development opportunities for our staff with eleven individuals successfully becoming a Certified Rehabilitation Counselor this fiscal year.

**Job Placement** - In 2007, the Agency's 26 Job Placement Specialists offered an array of services to employers and consumers. They provided employability skills training, job development and placement services for consumers. Over 300 individuals were served through the PACE Program. Many offices now have Resource Labs that are equipped with job search technology, including access to the Employ Kentucky Operating System (EKOS). May of 2007 was declared OVR Job Placement Month. This was an opportunity to enhance marketing resources and expand job placement services to consumers. Numerous statewide events brought our job seekers together with employers.

**KATLC** - In 2006, the Kentucky Assistive Technology Loan Corporation received 133 applications and approved 75 of them for a total of \$576,578. It was the second most productive year for KATLC, behind only 2005. Nearly half (49.3%) of the loans were for hearing aids and 41.3% were for vehicles and vehicle modifications. The impact of the program is evidenced by the comment of a recent borrower: "I purchased a wheelchair accessible van, now I have a job and can go anywhere I want with no one helping me. I am paying taxes and off SSI. I go to the grocery store and other places, where in the past I couldn't get out of my house. FREEDOM!"

**Rehabilitation Counselor Mentor Program** - The program, which began in 2002, is now 25 mentors strong. There are 14 districts represented in the mentor program which has received national recognition this year by the Rehabilitation Services Administration (RSA). RSA awarded OVR with the Commissioner's Award for Excellence in Education and Training. Many states have shown interest in the Kentucky Mentor Program and have emulated various aspects. The program has successfully moved from impacting the districts and state to setting a standard within the profession of rehabilitation counseling.

## Consumers at Work



**Kevin - Entrepreneur - Glasgow**

"There is nothing about my business I don't like."

# Program Updates

**Program Evaluation** - The 2006 Consumer Satisfaction Survey (CSS) was conducted again this year and revealed that 86.5% of participants felt OVR services were good or very good. Surveys regarding school-to-work transition services were conducted and the results compiled. An estimated 360 program evaluation reports were created for staff this year. Program Evaluation has also been involved in the Regional Needs Assessment Initiative. This initiative, which involves the vocational rehabilitation personnel from the eight Southeastern states, is designed to develop a common methodology for obtaining information for the comprehensive needs assessment that all state VR agencies must perform every three years.

**Rehabilitation Technology** - The Rehabilitation Technology Branch continues to assist the agency in obtaining positive employment outcomes by assessing, recommending, and providing appropriate rehabilitation technology for consumers. A total of 1228 consumers received equipment and services that allowed them to successfully prepare for, gain, or maintain employment. Of that number, 131 received modifications to their personal vehicles and 32 additional individuals received driver training, providing yet another step to successful employment. Overall, more than \$2,000,000 was used to purchase rehabilitation technology equipment for OVR consumers.

**Self-employment** - As a result of our new Self-Employment policy consumer's opportunities for self-employment continued to grow in 2007. Our new policy emphasizes preparation, resources, and supports provision. With the guidance of our self-employment specialists, our counselors provided assistance to over 50 individuals with a vocational goal of self-employment. Consumers were provided assessment, training, and assistance with business plan development. A few of the many diverse business idea's included: taxidermist, auto-sound, car sales, pork skins, computer repair, mortgage broker, restaurants, transmissions, craft gallery and embroidery.

**Social Security** - For FY 2007, a total of 986 Social Security recipients obtained employment after receiving services from the Office of Vocational Rehabilitation. In addition, 474 Tickets to Work were assigned. To provide more comprehensive services, OVR employees received training in Social Security Work Incentives. In addition, two Benefits Consultants were hired in a pilot project to provide Social Security benefits counseling to consumers. Social Security reimbursed OVR for 156 claims, totaling \$1,591,265.90. This represents an acceptance rate of better than 93%, maintaining Kentucky in priority status for claims processing.

## Consumers at Work



**Carmelita - Receptionist - Louisville**

"I always wanted to work in a medical environment. I really like my job. I enjoy helping people. Every day and every shift is different..."



# Program Updates

**Substance Abuse Services** - At the beginning of the fiscal year, the agency reviewed and updated its policies on serving individuals with substance abuse. A substance abuse specialist was identified for each district to provide technical assistance to staff. Collaborating with the Department of Mental Health and Mental Retardation Services, the agency provided training to all counseling staff on substance abuse during the year. In June, Kentucky OVR was one of six state agencies selected to work with Wright State University to pilot a substance abuse screening form for new applicants that will hopefully lead to improved services to individuals with substance abuse issues.

**Supported Employment** - In FY07 Supported Employment (SE) expanded supported self-employment options, celebrating openings of five new businesses. This year saw increased partnerships with Supports for Community Living (SCL) agencies. Another success occurred in providing supported employment services to 839 individuals with the most significant disabilities, utilizing a network of 75 SE Providers. In addition the agency coordinated Stakeholders groups to improve services for students who need both Community Based Work Transition and SE. Finally, OVR collaborated with the HB 296 Commission and other workgroups to develop improved service strategies for individuals with Autism Spectrum Disorders.

**Transition** - In FY 2007 OVR continued to work towards improving transition services offered to students with disabilities in the Commonwealth. Essential to this process has been the efforts of the agency's Transition Evaluation & Planning Team. This team began collecting information from stakeholders to formulate proposed improvements and additions to OVR transition services. A significant improvement to transition services also occurred during FY 2007 when the Community Based Work Transition Program partnered with the supported employment branch to establish guidelines to enhance service delivery for students who require both programs.

**Carl Perkins Center** - The Carl D. Perkins Vocational Training Center completed its 34th year of operation. Over the course of the FY07, the CDPVTC provided services to 956 consumers with an 88% customer satisfaction rate. Sponsor satisfaction rate (measured by surveying referral sources) was calculated to be 3.4 on a 4.0 scale. Vocational training replaced rehabilitation in the name of the facility to more adequately reflect its purpose. Physical plant and security initiatives during the year included a total roof replacement, the addition 16 new security cameras, and the installation of a proximity card entry system.



Carl D. Perkins  
Vocational Training  
Center Director Barry  
Newill, (right), hands a  
student her diploma  
during the annual June  
graduation ceremony in  
Thelma.

# Consumer Spotlight

## Self-employment enterprise huge success for Owenton consumer

**W**ith a Suma Cum Laude from Kentucky State University and numerous career opportunities at her fingertips, Jamie Osborne had success written all over her future.

Her journey was rudely interrupted, however, in 2001 when she was diagnosed with postural orthostatic tachycardia, allergies, asthma and later, interstitial

cystitis. Postural orthostatic tachycardia is a life-threatening heart condition that results in significant impact on lifestyle and vocation. The combination of these impairments forced Jamie to leave the field of teaching.

Intent on working in some capacity, she applied to the Office of Vocational Rehabilitation (OVR) in July, 2003. Her counselor

led her through the assessment process and worked with her to try and determine a feasible vocational goal. Eventually, they agreed on a self-employment proposal that was approved and set in motion.

After just about a year in operations, Jamie's Owen County business, Embroidery Expressions, has numerous accounts and returning satisfied customers. She is maintaining her health, has surrounded herself with a clean, anti-dust environment and is making a name for herself in Owenton and surrounding communities.

Jamie says her life was significantly impacted by her OVR experience and she now feels like a productive citizen. "My experience with vocational rehabilitation has truly been a life-changing one" she said. "It has allowed me to contribute financially to my family while meeting a need in my community. I feel like a productive citizen making a difference."

Her dedication through the tedious process of building a business plan, researching other benefits and pursuing her dreams is remarkable and is difficult to convey in words. It is easier explained if one visits Embroidery Expressions and sees Jamie's happiness. Her attitude, expertise, determination to work, combined with the efforts of OVR contributed to the success of the business.

To contact Jamie or to see more examples of her work, go to [www.embexpy.com](http://www.embexpy.com)



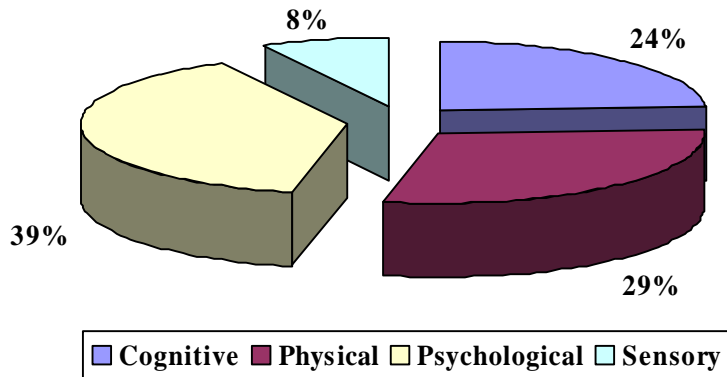
**(above)** A collection of a few of the many products produced at Embroidery Expressions. **(below)** Owner, operator of Embroidery Expressions, Jamie Osborne. **(below right)** Jamie demonstrates one of the many machines she uses.



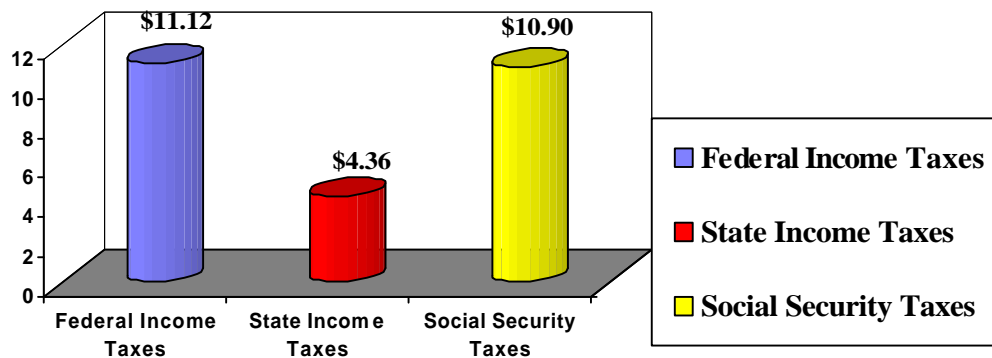


# By the Numbers

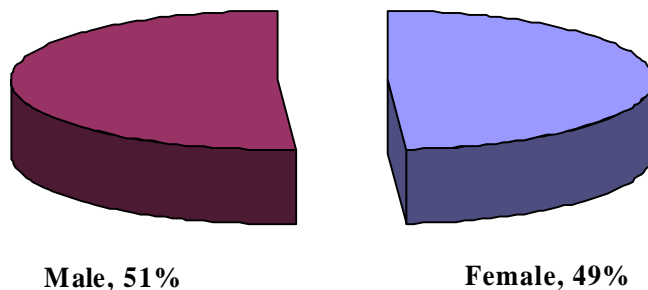
**Types of Disabilities - FY 2007**



**Estimated Increased Annual Tax Payments  
Positive Employment Outcomes, FY 2007  
(In Millions)**



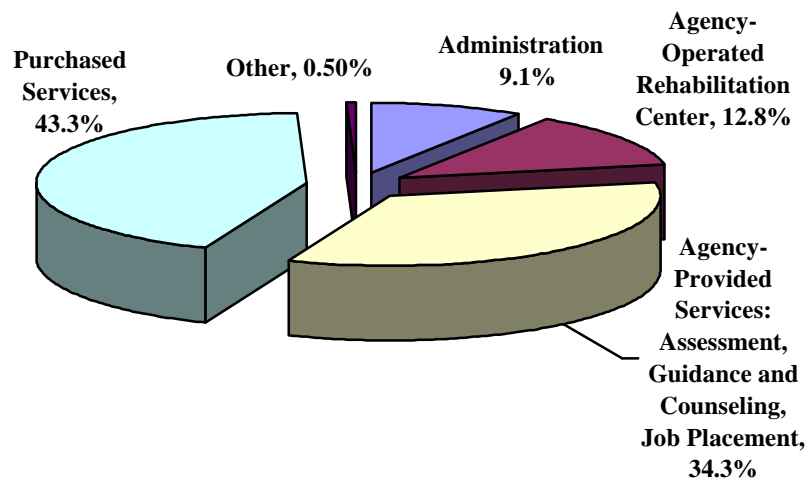
**Gender - FY 2007**



# By the Numbers

## Agency Expenditures - FY 2007

**Total Budget - \$58,433,376**



## Services Purchased for Consumers

Assessments	\$3,448,182
Diagnosis and Treatment	\$3,051,404
Training	\$11,737,487
Transportation	\$310,480
Interpreters and Personal Care Assistance	\$1,603,483
Job Placement Assistance	\$1,799,698
Computers	\$158,148
All Other Goods and Services	\$3,203,937
<b>Total:</b>	<b>\$25,312,819</b>

# By the Numbers

## Types of Jobs Obtained by Consumers

Management	146
Business & Financial Operations	68
Computer and Mathematical	87
Architecture and Engineering	54
Life, Physical and Social Science	20
Community and Social Services	139
Legal	26
Education, Training and Library	174
Arts, Design, Entertainment, Sports and Media	52
Healthcare Practitioners and Technical	233
Healthcare Support	185
Protective Service	83
Food Preparation and Serving Related	608
Building and Grounds Cleaning and Maintenance	334
Personal Care and Service	247
Sales and Related	454
Office and Administrative Support	816
Farming, Fishing and Forestry	35
Construction and Extraction	207
Installation, Maintenance and Repair	160
Production	500
Transportation and Material Moving	376
Military Specific	4
Homemaker	45
Unpaid Family Worker	10



# Positive Employment Outcomes by County

ADAIR	13
ALLEN	33
ANDERSON	18
BALLARD	10
BARREN	39
BATH	22
BELL	42
BOONE	109
BOURBON	20
BOYD	90
BOYLE	52
BRACKEN	9
BREATHITT	12
BRECKENRIDGE	4
BULLITT	71
BUTLER	14
CALDWELL	17
CALLOWAY	25
CAMPBELL	182
CARLISLE	8
CARROLL	10
CARTER	39
CASEY	7
CHRISTIAN	118
CLARK	24
CLAY	3
CLINTON	7
CRITTENDEN	10
CUMBERLAND	3
DAVISS	147
EDMONSON	6
ELLIOTT	11
ESTILL	7
FAYETTE	566
FLEMING	29
FLOYD	93
FRANKLIN	37
GALLATIN	3
GARRARD	18
GRANT	25
GRAVES	36
GRAYSON	11
GREEN	10
GREENUP	47

HANCOCK	4
HARDIN	77
HARLAN	51
HARRISON	18
HART	6
HENDERSON	71
HENRY	27
HICKMAN	8
HOPKINS	48
JACKSON	8
JEFFERSON	707
JESSAMINE	71
JOHNSON	40
KENTON	253
KNOTT	23
KNOX	15
LARUE	8
LAUREL	31
LAWRENCE	22
LESLIE	14
LETCHER	18
LEWIS	7
LINCOLN	28
LIVINGSTON	2
LOGAN	28
LYON	5
MADISON	128
MAGOFFIN	8
MARION	27
MARSHALL	13
MARTIN	20
MASON	29
MCCRACKEN	126
MCCREARY	10
MCLEAN	4
MEADE	9
MENIFEE	5
MERCER	26
METCALFE	8
MONROE	4
MONTGOMERY	26
MORGAN	29
MUHLENBERG	32
NELSON	34

NICHOLAS	6
NONE	11
OHIO	20
OLDHAM	36
OWEN	7
OWSLEY	3
PENDLETON	14
PERRY	41
PIKE	88
POWELL	13
PULASKI	61
ROCKCASTLE	10
ROWAN	55
RUSSELL	6
SCOTT	50
SHELBY	24
SIMPSON	19
SPENCER	24
TAYLOR	29
TODD	9
TRIGG	11
TRIMBLE	8
UNION	22
WARREN	187
WASHINGTON	14
WAYNE	13
WEBSTER	23
WHITLEY	41
WOLFE	7
WOODFORD	26

# 5,063

Positive Employment Outcomes in FY 07

# 2007 Statewide Council for Vocational Rehabilitation

Lee Gordon - Shepherdsville  
Chairperson

Nancy Hunter - Maysville  
Co-chair

Tammy Allen - Corbin

John Jones - Georgetown

David Allgood - Louisville

Ann Mullins - Premium

Joseph Carrico - Russellville

John Riesenbergs - Edgewood

Ralph Clark - Frankfort

Mike Sanders - Louisville

Phillip Courtney - Verona

Terry Shockley - Frankfort

Matt Davis - Bowling Green

Vicki Staggs - Frankfort

Lisa Durham - Frankfort

Judith Swim - Erlanger

Mike Fogle - Glasgow

Lois Taurman - Louisville

Doris Haney - Paintsville

Juanita Westerfield - Corbin

Dana Haugsted - Lexington

Teresa Winkler - Taylorsville

Ann Holstein - Fort Wright



**Front Row** (left to right): Mike Sanders, Juanita Westerfield, Judith Swim, Lee Gordon, and John Riesenbergs  
**Second Row:** Vicki Staggs, Nancy Hunter, Dana Haugsted, and Martina Netherton  
**Back Row:** Terry Shockley, Mike Fogle, Ralph Clark, Lisa Durham, Doris Haney, and Ann Holstein

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**(800) 246-6193 (TTY)**

**Carl D. Perkins**  
**Vocational Training Center**  
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**(800) 443-2187 (Toll free)**  
**(606) 788-7089 (TTY)**

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**(800) 241-5821 (TTY)**

**Paducah**  
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**West Liberty**  
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**(800) 440-2530 (V/TTY)**

**Whitesburg**  
**(606) 633-2568 (V/TTY)**

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